

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Mr. Virgelio M. Alao**

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.50	
b. Students (50%)*		2.17	
TOTAL for Instruction	70%	4.67	3.27
2. Research	0%	0.00	0.00
3. Extension	0%	0.00	0.00
4. Support to Students	25%	5.00	1.25
5. Administration	5%	5.00	0.25
<b>TOTAL</b>			<b>4.77</b>

EQUIVALENT NUMERICAL RATING: 4.77

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.77

ADJECTIVAL RATING: **Outstanding**


Prepared by:

  
**VIRGELIO M. ALAO**  
Name of Faculty


Reviewed by:

  
**NORBERTO E. MILLA**  
Department Head

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President for Instruction

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

  
**VIRGILIO M. ALAO**  
Assistant Professor I  
Date: January 10, 2019

**NORBERTO E. MILLA**  
Head, DepStat  
Date: January 10, 2019

**Rating Equivalents:**  
5 - Outstanding  
4 - Very Satisfactory  
3 - Satisfactory  
2 - Fair

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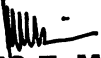
MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/Activities /Projects	Tasks Assigned	Target	Details of Actual Accomplishment as of December 2018	Rating				Remarks
							Quality	Efficiency	Timeliness	Average	
		<i>Developed OJT Manual</i>	Preparation/ Revising/ Encoding/ Printing	Developed BSS OJT Manual	1	1	5	5	5	5.00	BSS OJT Manual
		<i>Number of hours checking exam papers and exercises</i>	Instruction	Checking students' output	20	30	5	5	5	5.00	
		<i>Number of class rosters submitted within prescribed period</i>	Instruction	Prepares class rosters	8	8	5	5	5	5.00	Stat 21(lec), Stat 21h(lec), 2 Stat 21(lab), 1Stat 21h(lab), Stat 141 lec & lab, Stat 190
		<i>Number of trainings/seminar/ workshops attended</i>	Seminar-workshop	participant	1	2	5	5	5	5.00	VSUCC Basic Cooperative Course Seminar; and Retooling Capacity Building Seminar-Workshop
						Total points				35.00	
<b>MFO 5</b>	<b>Support to Students</b>	<b>PI 1.</b> Number of Hours of Student Advising and Consultation									
		<i>No. of hours of special problem consulting</i>	Special Problem Adviser	Special Problem advising	16	18	5	5	5	5.00	
		<i>No. of hours of subject-related consulting</i>	Support to students	Student Consultation	16	20	5	5	5	5.00	
		<i>No. of hours of thesis and statistical consulting</i>	Statistical Services	Statistical Consulting	5	10	5	5	5	5.00	

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/Activities /Projects	Tasks Assigned	Target	Details of Actual Accomplishment as of December 2018	Rating				Remarks
							Quality	Efficiency	Timeliness	Average	
		<i>Department-based guidance facilitator</i>	Counselling	Counselling statistics major students	8	12	5	5	5	5.00	Counselling major students for their own welfare and success
						Total points				20.00	
MFO 6	General Admin. & Support Services										
	Efficient & Customer Friendly	Zero percent complaint from clients served	General services	Entertains clients	0%	0%	5	5	5	5.00	Students, Parents, Faculty & Staff
						Total points				5.00	
										60.00	
	Total Over-all									5	
	Average Rating									0	
	Adjectival Rating										


Average Rating (Total Over-	5.00
Additional Points:	
Punctuality	
Approved Additional points	
FINAL RATING	5.00
ADJECTIVAL RATING	

Comments & Recommendations for Development Purpose:	Keep up the good work. Find time to do research.
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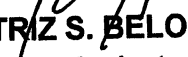
Evaluated and Rated by:

  
**NORBERTO E. MILLA, Ph.D.**  
 Department Head, DepStat  
 Date: \_\_\_\_\_

Recommending Approval:

  
**CANDELARIO L. CALIBO, Ph.D.**  
 Dean, CAS  
 Date: \_\_\_\_\_

Approved:

  
**BEATRIZ S. BELONIAS, Ph.D.**  
 Vice Pres. for Instruction  
 Date: \_\_\_\_\_

**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: Mr. Virgelio M. Alao

Performance Rating: Outstanding

Aim: Encourage him to pursue PhD in Statistics by August 2019 and conduct research.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: \_\_\_\_\_

Target Date: One year from date of intervention

First Step:

Let him handle theory courses in statistics to refresh his understanding of theoretical foundations of statistics and attend trainings related to research proposal preparation.

Result:

Better understanding of theoretical foundations of statistics and research proposals.

Date: Throughout the school year

Target Date: End of SY 2018-2019

Next Step: Submit application for admission to UP School of Statistics or to prestigious universities abroad offering PhD in Statistics.

Outcome: Admission to UP School of Statistics to prestigious universities abroad offering PhD in Statistics.

Final Step/Recommendation: Prepare application for financial support and visa.

Prepared by:

  
**NORBERTO E. MILLA**  
Head, DepStat

Reviewed by:

  
**VIRGELIO M. ALAO**  
Name of Faculty

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